



city of los angeles "bans the box"

MSK Client Alert

December 15, 2016

Los Angeles Mayor Eric Garcetti has signed into law the "Fair Chance Initiative," which prohibits employers from asking applicants about their criminal histories "at any time or by any means," including on job applications, "unless and until a conditional offer of employment has been made." The new law, which can be found [here](#), goes into effect January 1, 2017 and will apply to employers with 10 or more employees working in the City of Los Angeles (individuals who work in the city at least two hours on average each week are counted) and city contractors. There are limited exceptions to the law, such as for positions that require employees to carry firearms and for positions working with minors. Once the new law goes into effect, Los Angeles will become the latest in a growing number of jurisdictions, including over 100 cities and counties and about 23 states, that have adopted similar "ban the box" laws, including New York City, as we alerted you last year.

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